1980 Rank & File Convention
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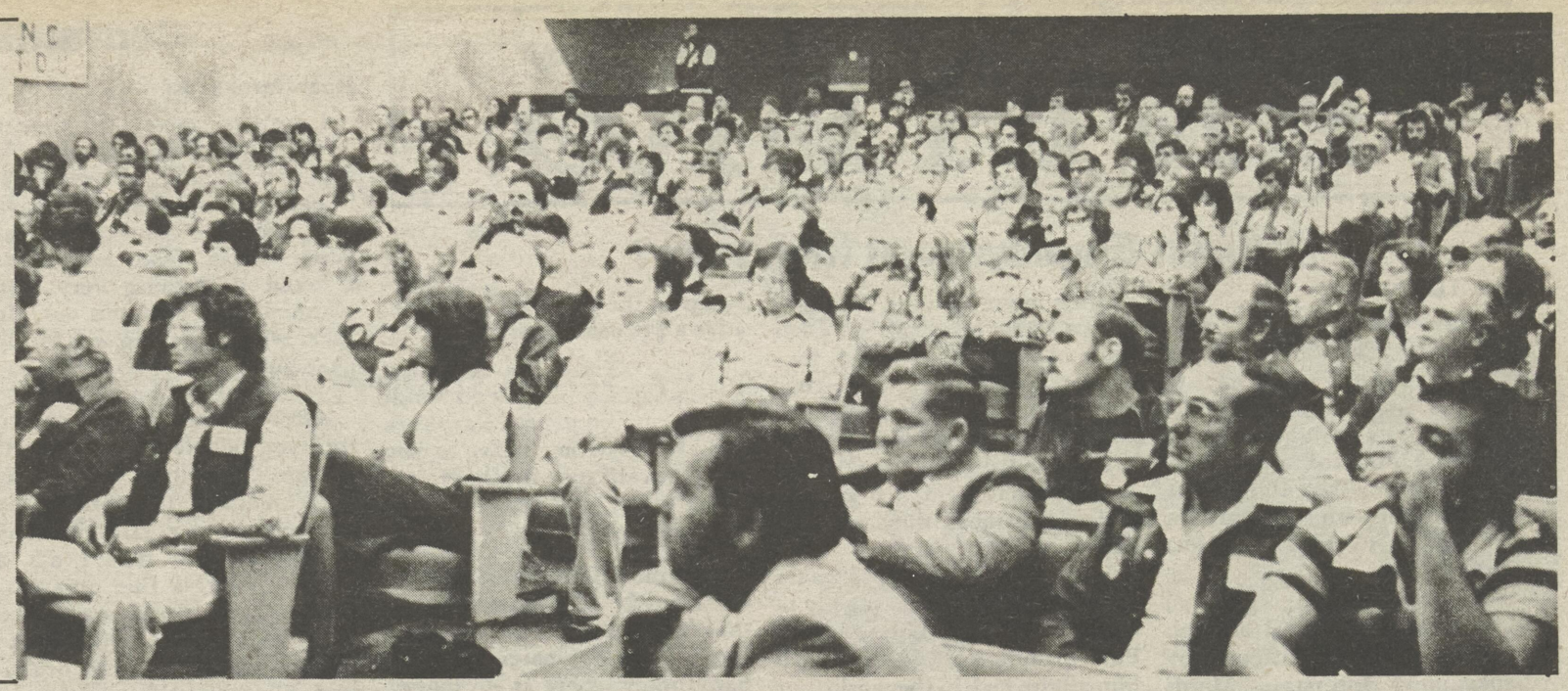


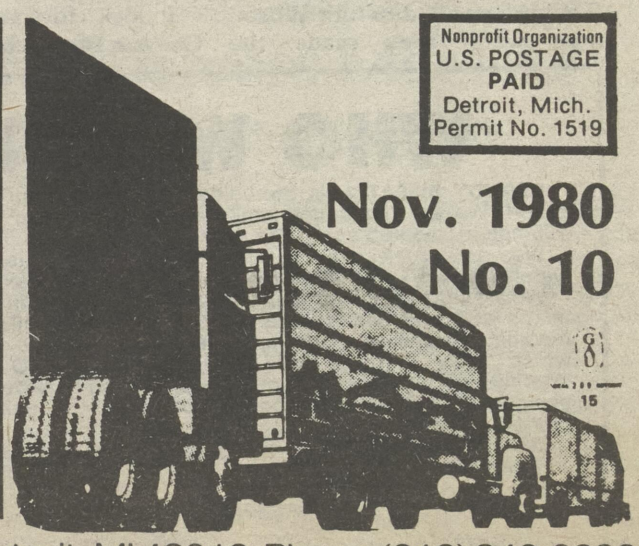
CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Nonprofit Organization
U.S. POSTAGE
PAID
Detroit, Mich.
Permit No. 1519

Nov. 1980
No. 10

Teamsters for a Democratic Union — P.O. Box 10128. Detroit, MI 48210 Phone (313) 842-2600



Rank & File Pressure Defends Contracts

Despite a wave of trucking employer demands for take-aways, ranging from $8 an hour for new operations, no COLAs, "relief" for individual companies, and reclassification of new hires as "Trainees" with wages below 70% of scale, the rank & file is holding fast. In Local after Local, TDU has taken a clear stand against giveaways — and in Local after Local the officials are feeling the heat.

$8 An Hour in Missouri Blocked

In Missouri, some 20 cartage companies obtained the approval of the Central Conference Short Haul Committee to pay all future employees $8 an hour. But despite the fact that the deal was sealed by Jack Yager, Special Assistant of Roy Williams, it got blocked. A local officer contacted Fitzsimmons, who said "TDU will raise the roof it this gets out." The deal was stalled.

Michigan Says "No" To Relief

On October 15, the Joint State Committee in Michigan took a stand against granting of relief to any of the carriers requesting it. One carrier, Ogden and Moffit, previously had their give-back plan stopped. Strong TDU action on the issue in Michigan, and the fact that a number of officers are coming up for election, made the difference. (See story, p. 4)

More Battles Ahead

In Central Pennsylvania, the battle continues against Article 62, the 'Trainees' clause that creates 6-month casuals and provides for pay of 70% of scale. TDU chapters in the area are fighting implementation of this giveaway and are gearing up to go to court to kill the sweetheart deal.

In **Texas**, PIE—one of the nation's largest carriers—has a cut rate deal and is paying drivers $8 an hour. Officials in San Antonio dodged members questions and said the Southern Conference was to blame.

In **Ohio**, more companies are doing an end-run around the union and making individual deals with the employees, such as kicking back $20 a week per person at companies such as Duff Truck Lines. So far, union officers are doing nothing, although it is a clear violation of both Article 6 and the basic principle of unionism.

In **Iowa** Crouse Cartage has asked for relief, so H&W says they will follow suit, in a typical chain reaction that will destroy the contract if not stopped at the first link.

In all these places, TDUers are gearing up to do battle. To stop relief, and demand local officers come out of the woodwork and do their jobs or get replaced.

Rank & File Convention Takes Up the Fight

The Rank & File Convention was the focal point of organizing resistance to these giveaways. Members learned of how Teamsters in other areas had fought against giveaways that their company was requesting from their own local. For example, in Iowa TDUers from **Davenport** learned how Admiral Merchants had been refused relief in **Des Moines**—and continued to operate despite threats to the contrary. CF Teamsters from all over learned about the battle against the flex work week in **Columbus** and **St. Louis** (see page 4). Tactics, such as Article 6, Section 2 (No Individual Agreements) to beat specific relief deals, were discussed and refined.

In the coming months TDU will be widening this fight. TDU's aim is not only to stop giveaways, but to prepare to expand the national master agreements, an improve **job protection** in all contracts.

CAMPAIGNING IN DETROIT: Rank and File candidates Bob Janadia [left], Rich Matuszewski [center] and Jerry Bliss [right] campaigning in Local 337 election.

Rank & File Slate Hits VP Holmes

When the votes were counted on October 17 in Local 337, International Vice President Bobby Holmes narrowly edged out TDUer Bob Janadia.

But Janadia's running mate on the Rank & File Slate, Jerry Bliss, defeated Holmes' son, "Junior," for Secretary Treasurer. Since Holmes is 68 this is especially significant — he had hopes of handing down Michigan's largest local as a family possession. Holmes Sr. got 53% of the vote, while Holmes Jr. got only 49%. The Rank & File Slate's Frank Savage also won a Trustee position.

These gains were impressive given the massive voting irregularities. "They had the complete support of numerous employers who let Holmes people campaign on company property and let Holmes supporters go to the polls on company time, but who denied us access even to their parking lots" said Janadia, a Teamster for 27 years.

In addition the rank & file slate has charged that intimidation was widespread during the election. At one point during the voting, a BA was arrested by the police for carrying a concealed knife. The Rank & Filers have filed numerous pages of election protests and a federal court suit against violence.

Labor reporters have noted that a similar election in Detroit's other big local (299) was overturned by the Labor Dept. and the incumbents lost out in the federally supervised re-run. (More on page 12).

INSIDE

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LETTERS

Wilson Employees at Interstate?

Dear TDU,

After reading the letter written by Colmer Powell, a Wilson Freight driver, I have to disagree with his statement that Wilson's freight is being hauled by Interstate and others. He says "They'll be able to hire off the street with no regard for the Wilson workers who lost their jobs."

Although the deregulation bill did not provide for any job security for the men affected by bankruptcy, Interstate Motor Freight intended to hire Wilson men when they made the sudden move into the Southern States. My terminal in Deer Park, Long Island hired four Wilson men. These men may only be a small fraction of the 25-30 men who worked for the Wilson terminal in Deer Park. But Interstate did not get the Wilson business they planned on.

Losing a job after 26½ years has to be the biggest tragedy in a man's life. I hope Colmer Powell finds work soon. I wish him all the luck in the world.

I look forward to reading **Convoy Dispatch** every month. Keep up the good work. Enclosed is a $10 contribution.

Fraternally,
Joseph Smidt
Local 560, New York

P.S. It broke my heart to see the Provenzano brothers are going to jail with brother Tony. Too bad boys.

[As Brother Smidt's letter says the tragedy of deregulation is that while some carriers may hire a few Teamsters after a bankruptcy, there is no longer any obligation to take employees along with the freight. This is the point Brother Powell was making, and we agree wholeheartedly. — Editor.]

Convention Thanks

Dear Carole Paff,

I have to convey my thanks and congratulations to you in regards to one of the best "Learning Experiences" I have ever had. The convention was super—room, food, education! I found everything very well planned and thought out. In other words, nothing was left to chance.

After seeing how well organized you people are in regards to the convention and many other matters throughout the year concerning TDU, I thank my lucky stars that I am a member of this fine organization. Please thank each and every person who helped make the convention and **our** organization so successful this year.

I know that in order for TDU to have been so successful in all of its many accomplishments that there were many people working behind the scenes who never get the thanks they deserve and I will trust you to say thank you for me.

Sincerely sent with Thanks,
Larry Lynch
Local 776, Harrisburg, PA

P.S. The only bad thing about the convention was the weather and I know that if it was at all possible you and the rest of the gang would have had the nicest fall weekend one could hope for.

Moving?

Notify us of your new address or you will **not** receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will **not** be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on top of the form—**CHANGE OF ADDRESS.**

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 22-member International Steering Committee was elected in November 1979 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282
Organizer:
Ken Paff, Local 407
Trustees:
Dan Hall, Local 375
Eileen Janadia (Local 337)
Gary Kuhn, Local 20
Mike Friedman, Local 407
Keith Gallagher, Local 229
Denise Gillespie, Local 676
Ed Howell, Local 391
Diana Kilmury, Local 213
Charis Moore, Local 315
Mel Packer, Local 800
Alternates:
Jack Thomas, Local 705
George Feld, Local 200
Bob Leslie, Local 147

RANK AND FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

New Steering Committee For The Coming Year

The TDU International Steering Committee, elected at the Rank & File Convention. Standing, from left to right: Gary Kuhn (Local 20), Pete Camarata (Local 299), Dan Hall (Local 375), Ken Paff (Local 407), Ed Howell (Local 391), Bob Leslie (Alternate—Local 147), Jack Thomas (Alternate—Local 705), George Feld (Alternate—Local 200). Seated, left to right: Ted Katsaros (Local 282), Bilal Chaka (Local 692), Mel Packer (Local 800), Denise Gillespie (Local 676), Charis Moore (Local 315), Diana Kilmury (Local 213), Keith Gallagher (Local 229), Doug Allan (Local 208).
Not pictured: Mike Friedman (Local 407) and Eileen Janadia (Local 337).

A Good Reason To Join TDU

One of the more outstanding reasons is the recent gains of the labor movement in the country of Poland, which clearly proved to me and demonstrated to the world that a concerned and dedicated rank and file can neutralize corrupt union officals and politicians to win legitimate demands.

According to the news media their wins included a reduction in the standard hourly work week along with improved wages and a guarantee of price stability, a union free of all outside interference and "The Right to Strike."

It is very clear to me that we in the Teamsters Union have a long way to go to become competitive.

It is also equally clear to me that our present leadership has no intentions whatsoever of moving in that direction — unless they're effectively pressured by the rank and file.

Active open personal participation in TDU is the only answer. I hope to see the membership of TDU vastly increase in these coming crucial months.

Sincerely and fraternally yours,
David P. Gaibis
Local 261, New Castle, PA

"Stewards Manual"

Dear TDU,

Sorry for the delay in sending this check. We're putting your stewards manual to good use in our local with our stewards.

Fraternally,
Ed Hunt
AFSCME Local 1489
Boston City Hospital Employees

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NEWS FROM THE

WASHINGTON OFFICE

The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

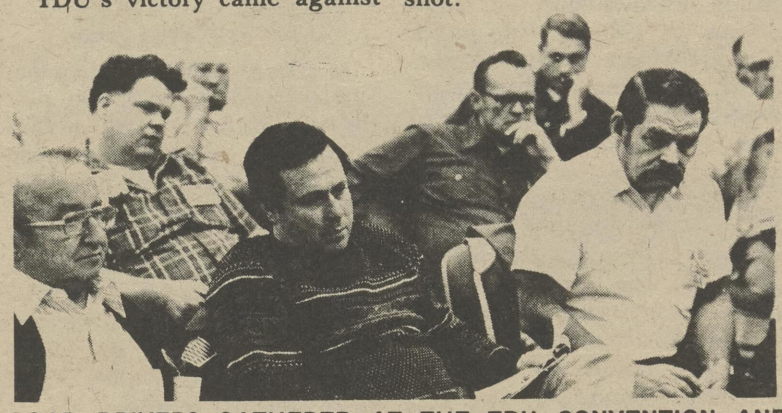
PROD/TDU
Room 612 — 2000 P St., NW
Washington. D.C. 20036
(202)-785-3707

TDU Efforts Reduce Pension Cutbacks

TDU lobbying for changes in the Multiemployer Pension Plan Amendments Act last June paid off in September, when Congress eliminated some of the bill's worse cutback provisions. (See the June-July **Convoy Dispatch** for details about the bill.) "TDU deserves a lot of the credit for getting the bill changed," says Karen Ferguson of the Pension Rights Center in Washington. "You were the only group to come down to Washington to lobby in person."

The new law, designed to shore up multi-employer pension plans, such as most Teamster plans, when they get into financial trouble, still has some bad provisions that will require pension plans to cut benefits in certain cases. The changes TDU won, however, make sure there will be no reductions in benefits for people already retired, and reduces the cutbacks that can be made in pensions for those retiring during the next three years. Without these changes, retirees whose pension plan gets in trouble could have lost all increases they received during the last 5 years, along with further cuts of up to 35%.

TDU's victory came against very long odds. "Everybody told us it was absolutely impossible to get these changes through, that we were wasting our time," said Ferguson. But according to Frank Greco, one of the TDU activists who took time off from work to lobby in June, "TDU is used to fighting long odds. We had to give it a shot."



ROAD DRIVERS GATHERED AT THE TDU CONVENTION AND LISTENED TO A REPRESENTATIVE FROM THE BMCS.....

....AFTER THEY LISTENED THEY VOTED TO SUE THE BMCS FOR DRAGGING ITS FEET ON ENFORCEMENT AND RULE-MAKING.

Road Drivers Meet At TDU Convention

Truck safety and priorities for TDU's Washington office were key issues discussed by road drivers at two sessions of the Rank & File Convention in Cleveland.

At Saturday's truck safety workshop, about 40 drivers met with Gerald J. Davis, Chief of the Development Branch of the federal Bureau of Motor Carrier Safety. TDU members had a chance to ask Davis some tough questions about the BMCS's often inadequate enforcement of federal safety regulations and about the long delays holding up the BMCS's action on PROD-TDU's petition to change the hours of service regulations. The drivers were not always happy with the answers they got from Davis, but according to one driver, "At least now we know what we can expect from the BMCS, and we can plan accordingly."

And plan accordingly is what TDU's Professional Drivers Council did when it met during Sunday's jurisdictional meetings. The Drivers Council has two main jobs within TDU—developing and implementing TDU's truck safety program, and monitoring the activities of TDU's Washington office.

Top priorities set for the Washington office include continued efforts to pass the truck safety bill, suing the DOT for its unreasonable delay in acting on PROD-TDU's petition to change the hours of service regulations, and coordination of TDU's testimony at the upcoming hearings on pension reform. The Drivers Council also elected a new coordinating committee for the coming year: Dave Gaibis, Local 261, Frank Greco, Local 478, Gary Kuhn, Local 20, Leaverne Pate, Local 667, Jack Thomas, Local 705, and John Torbet, Local 468.

TDU's Professional Drivers Council is strong interest in truck safety. If you would like to be added to the Drivers Council mailing list, contact TDU's Washington office.

Final Push Needed on Truck Safety Bill

The truck safety bill that TDU and PROD have been working on for so long came within an inch of passing before Congress began its election recess several weeks ago. The bill, S. 1390, passed the Senate last February and almost passed the House before last minute pressure from certain segments of the trucking industry undermined a compromise that had been reached by most other groups concerned with the bill.

The bill can still become law this year if Congress passes it when it returns for its "lame duck" session after the November elections. Since all House members are up for reelection, most of them are in their home districts campaigning for votes right now. This gives TDU members an excellent opportunity to urge their Congressmen to support the truck safety bill when they return to Washington.

If the House fails to pass the bill before the end of the year, the whole battle must start all over again in January—in the Senate as well as the House—when the new Congress begins. TDU, of course, will not give up the fight for this crucial bill, but we can be most effective only when our members are involved. Call your Congressman's campaign headquarters and find out when he or she is speaking in your town or city. They often take questions from the audience after their speeches and you should use the chance to urge him or her to support the bill.

TDU To Testify On Pension Reform

MARY ALLAN [right], wife of a Teamster in Local 208, was one of several wives at the Convention who commented on the importance of the pension issue to Teamster wives.

TDU plans to testify on pension reform before the President's Commission on Pension Policy on December 11 and 12 in Washington, DC. The Commission is a "blue ribbon" panel appointed by President Carter to study the shortcomings of the present pension system and to recommend reform legislation to be considered by Congress.

The subject of the December 11 hearing is the ownership and control of pension fund assets. TDU will recommend that pension plan trustees be elected by the rank & file, rather than appointed by the Frank Fitzsimmons' and Roy Williams' of our union.

The December 12 hearing will be on vesting periods and portability of pension plans. TDU will recommend a **shorter vesting period**—the number of years you have to work under a plan before you are assured a pension (now 10 years for most Teamster plans). We will also push for **increased portability** among pension plans, so if you change jobs you can bring your pension credits with you from your old job to your new one, even if that job is covered by a different pension plan.

If you would like to come to Washington on December 11-12 to attend these hearings, and perhaps to testify, contact the TDU Washington office. We can help you prepare your testimony.

Washington Wire

TDU COMES TO PENNSYLVANIA'S RESCUE

The state of Pennsylvania has passed legislation requiring heavy trucks from out of state to bear valid safety inspection stickers, or be subject to inspection in Pennsylvania. The trucking industry has challenged the law in court, and the state attorney general's office has asked TDU to testify on the need for truck safety inspections. In particular, TDU will provide witnesses who can testify about truck companies poor maintenance and safety practices, and about drivers being forced to take dangerous trucks out on the road, or face firing for "insubordination."

It is unlikely the IBT will be cooperating with the state's lawyers, because to do so it would almost have to admit the safety articles of its contracts go unenforced by the union. Once again, TDU is where sincere government officials come when they really want the truth about truck safety.

TDU CO-SPONSORS PENSION CONFERENCE

TDU co-sponsored a Citizens Conference on Pension Policy in Washington, DC on September 5, 6 & 7. TDU activists Bob McGinnis and Jack Thomas from Chicago and Frank Greco from New Jersey participated in the conference, along with TDU attorney Michael Goldberg.

Among the speakers at the Conference were several members of Congress, an official of AFSCME, Maggie Kuhn of the Gray Panthers, a senior citizens activist group, and Ewa Bielski, of the Citizens Commission on Pension Policy. The Conference also included excellent workshops on subjects such as age discrimination, social investments of pension funds, how to enforce your pension rights, and organizing around pension issues.

HOURS OF SERVICE: 2 YEARS LATER

The second anniversary of the BMCS Hours of Service hearings is rolling around this November. It was two years ago that the DOT held hearings on reform of the current Hours rules that keep drivers shackled by the phones and forced to work an involuntary 70 hour week. The time for action has long since passed, yet the DOT claims that until it has finished "economic impact studies" of the effects of a reform of the rules, nothing can be done. That's why TDU is carefully reviewing legal action against the DOT in coming months, should it refuse to budge.

Rank & File at Columbus CF Beat "Flex" 75-9

"Only in recent years.... our American industry has tended toward a so-called five day work-week." — **Ron Burbank, President of CF**

Despite a hard-sell by the company and the union, the rank & file at the Consolidated Freightways terminal in Columbus handed another defeat to the so-called flexible work week. On Oct. 9 a court-ordered vote was held at the terminal on the continuation of the Flexible work week which allows the company to start the work week on any day of the week. When the votes were counted the massive rank & file opposition to flextime was obvious: it was defeated, 75-9.

As part of the campaign to sell the flex, each CF city driver and dock man received a letter at home from the division manager. The letter argued that although many would be forced to work every Sunday, and often Saturday as well, that this should not interfere at all with family or religious obligations. Thomas Porter, the manager, lectured CF workers "that Christianity is a 24 hour per day, seven day per week religion that can be praticed equally well at midnight or noon, Tuesday or Sunday."

"He also said that flex does not interfere with family duties, "a function of the heart—not hours of work." Apparently Porter never tried telling that to a son or daughter who never saw their dad on weekends.

Porter also quoted CF president Ron Burbank, who seems to yearn for the days when there were no unions, as saying that people once "worked seven days per week on the railroad (at straight time) and yet were.. devout Christians." He also stated that "only in fairly recent years...our American industry has tended toward a so-called five day work week." What he left out was that the 5 day, 40 hour week work schedule was a hard fought gain made by our fathers and grandfathers in their struggle for union recognition and decent working conditions. The workers at CF in Columbus have shown the the 40 hour, Monday to Friday week is still important in the 1980s.

FLASH!

Now that the flex has been defeated, CF hasn't given up. They have started threatening to ship freight around Columbus, claiming they will lose business if they can't ship on Sunday. The answer is simple: open on Sunday, just provide premium pay and make it voluntary. Columbus area TDUers are appealing to TDU members at CF in other parts of the country to contact the TDU office with news as to whether CF has the flex at their terminals or not. It will take national coordination to carry this fight through to the end.

RAY CARPENTER,LOCAL 413, COLUMBUS, OHIO, CONSOLDATED FREIGHTWAYS, is one of the rank and filers who have been resisting CF's attempt to shove the Flex work week down the throats of Columbus Teamsters. TDU attorneys Bob Handelman and Mary Jo Kilroy have provided legal assistance that has been invaluable in this fight.

What Good is Fitz's Word? LCL Refuses To Pay COLA

"The COLA increases on the hourly and mileage rates due on October 1, 1980, must be paid on time as called for in the agreement."

These were the words of Frank Fitzsimmons on September 12, 1980 refering to the National Master Freight Agreement. Yet some companies are **refusing** to pay the contract—and the union officials are sitting idly by.

LCL Transit is an example. LCL is a Wisconsin-based carrier hauling primarily in the midwest. The company president recently sent a letter to all employees telling them the company would not pay the increase. Period.

What actions have the officers of Locals 710 (Chicago) and 200 (Milwaukee) and elsewhere taken to stop them? None that the membership is aware of. Instead, the union officials met, and reportedly considered even further "relief" in the form of a percentage contract.

TDU Prints the Facts

In a flyer to LCL employees, TDUers at LCL point out that the company cleared $1.215 **million** in profits-after-taxes last year, with an operating ratio of 93.7. These are very profitable figures. In a bad year for the trucking industry, LCL had its best year ever! Despite these facts, certain officials, such as Local 710 BA, have openly stated that they "feel sorry" for the company.

Anti-Union Tactics

The lack of resistance from the officials has given the green light to anti-union tactics by the Company. Rumours leak out from Management that the company will close up and then re-open as a non-union outfit or with a sweetheart deal. This is **illegal.** Yet some employees are afraid because the union is not moving to protect jobs and conditions.

TDUers at LCL plan to stop this deal. Their action a year ago stopped the last attempt at a sweetheart. But now, this is part of a larger battle to save our master agreements. Teamsters in various locals where LCL has terminals should be backing their brothers in asking why the union isn't taking action to protect these Teamst rs.

Michigan Locals Resist Central on Relief

Matty Moroun has been pleading poverty, Ambassador Bridge and all. He has been asking his employees for "relief" from the contract in the form of no COLA raises for one year. In return, he has promised that there would be no layoffs during this time period.

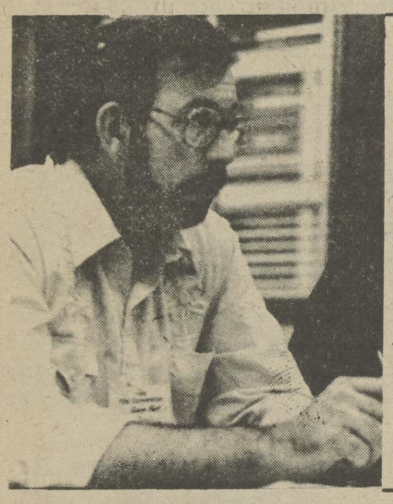
But despite Moroun's claim that 81% of Central's employees have accepted this deal, he has obtained little progress in obtaining the approval of Local Unions. On October 15, Locals attending the Michigan Joint State panel hearings discussed Moroun's request and turned him down flat. And Detroit Local 299 is considering NLRB charges against Central for even asking for such a deal from **individual** members. In additon, any member can file grievances against Moroun for asking for such a deal, since it is a violation of Article 6, section 2 of the National Master Freight Agreement.

299 PUSHES FOR MASTER SENIORITY

Meanwhile, despite continued resistance from Central, Local 299 has taken the position that there will be a merged, dovetailed seniority list between the 6-Mile and Romulus terminals. The establishment of the Romulus "satelite" terminal, just a few miles from the 6-Mile terminal in Detroit, was a manuever by Moroun that put 30-50 Teamsters out of work and brought new hires to take their jobs. While the old Lins regime in 299 had sanctioned this divisive, anti-union move, the new Karagozian administration has opposed it. In a letter of Sept. 29 BA Hank Bechard said "We desire that the 6-Mile bargaining unit members who were employed and working April 1, 1980 on the dock be dovetailed according to strict Master Seniority into the Romulus operation. We also desire that the drivers from 6-Mile facility be dovetailed into Romulus according to strict Master Seniority..."

On October 3 Moroun's Vice President, Charles Garvaglia, denied that Central would ever agree to such an arrangement. But on Oct. 22 Local 299 President Pete Karagozian stated at the Local cartage meeting that Local 299 would take all legal means, including NLRB charges and lawsuits if need be, to bring Central into line.

Super Relief Granted To Admiral Merchants



GENE FORT, Local 371, Davenport, Iowa has been active in the fight to save the Master Freight Contract and union conditions in the Quad Cities area. One of the biggest "relief" deals he has run up against is at Admiral Merchants. At the TDU Convention, Gene learned how Admiral Merchants has been denied relief in near-by Des Moines—but never carried out their threat to shut the doors.

The trucking company which gets the prize for the biggest relief yet from the national contract is Admiral Merchants, a carrier operating in the midwest, south and east.

For years this company has been known for mismanagement, which has been admitted to by company president Robert Short recently in his sales pitches to employees.

Various terminals have give up different things. In Moline, Illinois at present:

- Are paid 40 hours, no matter how many more they work.
- No Health and Welfare or Pension.
- No wage increases or cost of living.
- Road drivers are paid mileage or hourly only, whichever is applicable.

At nearby Des Moines, the members voted at a local meeting to bar any relief at Admiral Merchants and the company threatened to close but still remains open.

The Quad Cities TDU has called on Local 371 to act, but instead the local officers actually turned over a meeting room in the union hall to the company president, while refusing to be present themselves!

Yellow's Mini-Terminals Threaten Jobs & Seniority

by Bill Oxenford, Yellow Freight Peddle Driver, Local 773, Bethlehem, PA

At the Bethlehem Terminal of Yellow Freight, the terminal manager is telling the employees that Yellow is planning to break our terminal apart. In its place, Yellow would open three "mini-terminals."

These new "mini-terminals" would be very austere. In fact, they could very well be nothing more than an old trailer parked in a low rent back lot. Two to three driver/combination men and one salesman/supervisor would staff each "mini-terminal." This would do away with about 12 employees now employed at the Bethelehem terminal.

All freight would be handled out of the Lancaster breakbulk. A trailer loaded with deliveries within 15 miles of a "mini-terminal" would be brought in with a road driver. Then the driver/combination man will deliver what he can and pick up what he can. That night, the trailer will move to the break bulk again, and another trailer with deliveries brought in. Any deliveries not made on a Monday, for example, will not be back until Wednesday or later as very little or no freight will be handled at the mini-terminal.

But what happens to our seniority list as it now stands? If Yellow closes one mini-terminal will the driver affected be able to go to another one with seniority? Or is he just out in the cold? Will Yellow use these mini-terminals to splinter the barganing units we now have and maybe even use non-union owner-operators for so called "peak periods"? Members of Local 773 will be watching our officers closely for the answers to these questions.

Scranton Local 229 Calls for Strike Sanction Against "Cards"

On Sunday, Sept. 21, the Teamsters at Big R's giant Tannersville breakbulk took a giant step forward in the fight against Production cards at Roadway. At the monthly union meeting of Local 229 they pushed through, by unanimous vote, a resolution that asks for "strike sanction" to be granted to end Roadway's harassment, intimidation, and production squeeze.

•The Executive Board of Local 229 is mandated to take a leadership role in setting up a joint meeting with Locals 776 (Harrisburg), and 992 (Hagerstown). This is because action by any one of these three terminals is futile. Freight can be run around any one of these breakbulks through the other two.

•There must be an elected rank & file committee from each of the three breakbulks in the area in attendance at the meeting between the three locals. This is because the members of these locals have seen too many sell-outs from some of the officers of these locals to leave it in their hands alone. For example, some of these same officers recently approved Article 62 of the 8-Cities Supplement, a "Trainees" deal which allows for 70% of scale (and less!) for new hires.

•The purpose of the tri-local meeting is to come up with a grievance against the Production Cards. After this grievance has been approved by the members of Roadway at the three breakbulks, the Locals are to ask that the grievance be deadlocked to the National Level. Article 8, Section 1(b) of the National Master Freight Agreement provides for a legal strike after a grievance has been deadlocked to the top level of the grievance procedure.

•Once the grievance is submitted, the committees from the three terminals are to go to Washington, DC to pressure the International Union to adopt this policy.

HARASSMENT IN THE OFFICE BEATEN BACK

Due to continued rank & file pressure, officials in Local 992 Hagerstown, and 229 Tannersville, have taken stands against Roadway's policy of calling individuals into the office, harassing them, and denying them the right to have a steward or other union member present. Tannersville BA Peter Fiore, up for re-election soon, went so far as to state in a letter of Sept. 22:

> **"As of the 26th of Sept., 1980, no member will go into the company office, for any reason whatsoever, unless escorted by a steward or another brother member."**

In a similar move, Local 992 BA Racie Sherman wrote in a Oct. 3 letter: "Teamsters Local 992 is requesting that management of Roadway Express cease and refrain from threatening, pressuring, coercing or harassing of the Roadway employees, members of Local 992, immediately, for allegedly inferior performance of their duties while in the employ of the company."

..and Detroit Backs the Move

In a dramatic show of solidarity, the local cartage meeting of Detroit's Local 299 **unanimously** passed the following resolution:

That Local 299's leadership set up a committee from the 3 Roadway Terminals in their jurisdiction to formulate a group grievance against Roadway's Production Card Program that is used to harass and intimidate the employees and further that this committee take this grievance, along with other Teamster locals that have passed this resolution, to Washington DC to plead our case with the International, asking that the International recommend that this grievance be deadlocked all the way to the National Level, which will give the International the Legal Right to put Roadway on 72 hour strike notice.

This is an important step in uniting rank & file Teamsters, at Roadway and all freight companies, in the fight against Production Cards. Detroit and Scranton have shown it can be done. Now it's up to the rest of the system to back them up. If your officers claim that this motion is "out of order" or "illegal" just inform them that the largest freight Local in Michigan is on record in support of this resolution and so is the largest Roadway breakbulk in Pennsylvania. The time for excuses is running out.

KEITH GALLAGHER, LOCAL 229, SCRANTON, was one of the leaders in the fight to push through the resolution calling for strike sanction against Roadway to eliminate production cards, despite the opposition of the Local 229 officers.

Roadway Meeting at Convention Plans Strategy

Over 50 Roadway Teamsters, representing nearly 25 terminals and almost 10,000 Teamsters gathered at the TDU Convention on October 11-12 to make plans for the coming year. This is the program of action:

1—To Support the Tannersville Resolution calling for Strike Sanction against the Production Cards. (See separate story). A similar resolution has been mailed to Teamsters system-wide in an effort to have as many Locals as possible support this effort.

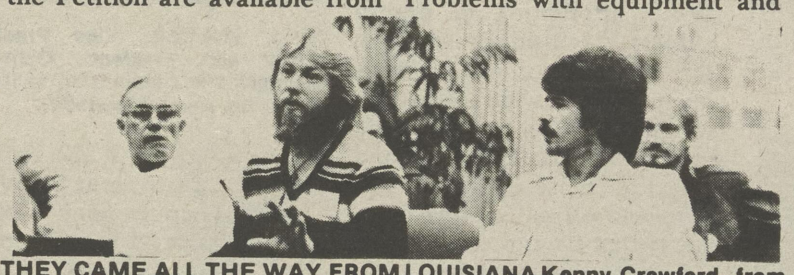
2—To build the National Petition Drive against the Production Cards. Already thousands of signatures have been handed in. But we still need thousands more. Copies of the Petition are available from TDU. These petitions will be used to support the Local Resolutions calling for Strike Sanction. So if you can't pass the Resolution at your Local you can still make a difference by collecting as many signatures as possible.

3—To Produce a Model NLRB Charge, Defending our Right to Representation during meetings in the office. Any time there is a meeting in the office which you reasonably believe will lead to discipline, you have the right to have a steward or fellow member present. Copies of this charge are being distributed by TDU already.

4—To increase coverage of the problems of Roadway Road Drivers in Convoy Dispatch. Problems with equipment and running times were discussed at the meeting. All road drivers are encouraged to write to TDU with news of what is happening at their terminal.

If you are a Roadway Teamster and no one at your terminal is receiving the materials that are being distributed to build this campaign, be sure to get in touch with TDU today. It will take even stronger organization to beat back the efforts of Roadway management to strip its employees of their rights and their contract.

STRONG MISSOURI CONTINGENT: Three members of the contingent from the Springfield, Mo. Roadway terminal.



THEY CAME ALL THE WAY FROM LOUISIANA Kenny Crawford, from Shreveport Local 568, a Roadway city driver, makes a point

New Steward at Indy

Congratulations to Mike Magennis, newly elected steward at the Indianapolis Big R dock. He'll have his hands full with Big R—but will have lots of support from the members. Alternate stewards will be chosen by the employees on the 3 major shifts.

San Antonio Teamsters File Group Grievance

Roadway Teamsters in San Antonio Local 657 have signed a group grievance demanding the right not to have to sign Production Cards. This grievance was filed back in August, but as **Convoy Dispatch** goes to press, no action has yet been taken on it. The grievance cites Article 6, Section 2 of the National Master Freight Agreement as the reason the Production Cards should not be signed—that is the 'contract clause which outlaws individual contracts between the company and a single member. San Antonio rank & filers say that the cards, because they establish a definite, written relationship between the company and the employee, are, in effect, an individual contract. So far, grievance panels have not supported the demand to refuse to sign the cards, but this Local 657 grievance may break new ground.

Toledo Roadway Harasses Road Drivers

For those of you who thought that "productivity" quotas were only for dock workers, think again. At Toledo Roadway road drivers are being given warning letters—and even days off—for being 15 minutes late or more. The charge: "delaying freight."

What's more, Roadway has moved to cut running times on some runs, and switch others to back roads to make it more difficult to meet the assigned "running time"—and more likely that you will get a letter or a suspension.

Example: The Hagerstown run used to be 12 hours. Roadway cut the time to 10½ hours. After an uproar, the company "conceded" and raised the time up to 11½ hours. In other words, they cut the running time by 30 minutes.

Example: Turning Cadillac, Michigan is 486 miles according to the union car (it's 472 according to the company). But making side trips through Lansing, and having to go through 5 small towns with speed limits as low as 30 mph makes it just about impossible to make legally. The snow, fog, and ice on this route makes matters even worse.

Road drivers haven't taken this lying down. When Roadway tried to take the Hagerstown run off the PA Pike and put it on back roads too they were pushed back. On Sept. 3 grievances were filed on the Cadillac turn. And the newly formed Toledo TDU will be watching these grievances carefully. Hopefully election year horse-sense will shake some results from the Leu administration in Toledo Local 20.

RANK & FILE CONVENTION: 'N

**500 Rank & File Teamsters ga
October 11-12, at the 1980 Rank
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Change the Union in '81—a camp
1981 IBT Convention in Las Vegas
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there to make sure the voice of th**

INTERNATIONAL STEERING COMMITTEE ELECTED: After pro and con arguments had been mailed to every TDU member, the TDU membership voted to endorse the Convention Method of electing the International Steering Committee. "One thing I like about a TDU Convention, is that it's really wide open," said George Feld, Local 200 Milwaukee. "It's not at all cut and dried. It's really democratic."

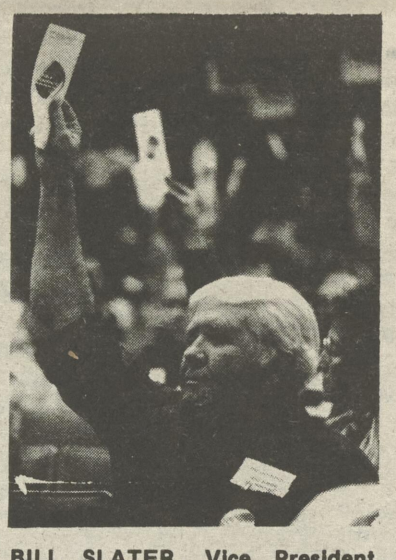
ED HOWELL, STEWARD AT MILLER BREWING COMPANY, LOCAL 391, EDEN, N.C.: "Since March 1980, when TDU came into Eden, North Carolina, we have signed up 350 members at the Miller Brewing Company into TDU. We now have the attention of our Local Union!"

WORKSHOPS: This year's Convention was marked by many very successful workshops on subjects such as Legal Rights, Grievance Procedure, and [pictured above] Running for Office. Experienced rank and filers and labor educators combined talents to make sure that everyone left the Convention with a little more skill for the battles ahead to reform our Union.

ARLENE FELD [l] AND OLLIE RUSCA [r] are wives of Teamsters in Local 200 and Local 941 respectively. Beth are active in their chapters and work to produce the local newsletters put out by their chapters—Milwaukee TDU and El Paso TDU.

"WE MUST REGAIN OUR LEGAC
A FIGHTING LABOR MOVEMEN

The following speech was delivered as the opening address at the 1980 Rank and File Convention by Local 468 Vice President, Bill Slater. The address drew a standing ovation, and by unanimous vote it was resolved to be reprinted here to be shared with thousands of Rank and File Teamsters across North America.



BILL SLATER, Vice President, Local 468, Oakland, California, brought the Convention to its feet with this rousing speech.

Good Morning.

Once again it is my good fortune to be back among you fine people. I can assure you that the pleasure is all mine. While attempting to find a subject that I might speak on this morning, it came across my mind as to what it was that would motivate you to spend your hard-earned money, and travel all those hundreds and thousands of miles to participate in this type of convention.

There must be some compelling reasons for your being here. No doubt they are many and varied; perhaps some came because they fear the loss of their pension, some because they see the disintegration of our grievance procedure and the corruption in the upper echelons of our Union, to say nothing of the corruption that goes on in many of our local unions.

Some of you are here because you see the decline of the trade union movement in this country, and you realize that a working person's only protection is in a united front. Some of you no doubt came out of curiosity. It also crossed my mind as to what motivates me to keep coming back to these affairs—I believe one of the major reasons I keep coming back is because I feel I owe a debt to a great many people, who because of their sacrifices back in the thirties made my life a damn site easier.

We have for the most part, except for the few past years, been living off the legacy and reputation built by those people many years ago. A good many of us have come through all our working lives virtually unscathed. Few, if any of us here, knew the fear that must have gone through those people when policemen on horseback with three-foot lead-loaded truncheons came riding down on them. We never heard the horrible thud of those mallets crashing into human skulls. We never knew the gut-grinding fear when those charged with keeping the peace opened fire on defenseless men whose only crime was attempting to get off starvation wages and intolerable working conditions. We never knew the fear that if we lost the strike, we also lost our jobs, because, as you know all this took place during the greatest depression this country has ever experienced. Few here today took part in those desperate struggles that were absolute do-or-die situations. We owe a tremendous debt of gratitude to those people, and I personally feel that TDU and its activities are a good place to pay off our debt.

You know, I find it somewhat ironic that in a recent issue of the International Teamster Magazine, there was an article honoring the people who took part in the great Minneapolis strike. While I think it is fine to remember and honor such events, I also think we should learn from them. As all of you know who have read Farrell Dobbs' book on that strike, the leaders of the rank and file strikers had to fight their union leaders almost as diligently as they fought the employers. I do not think we, or our present union leaders, learned that lesson very well, for if we had, there would be no reason for us to be here

' NO WAY THEY CAN STOP US.'

ers gathered in Cleveland, Ohio, on Rank & File Convention. They laid ontracts and they launched a drive to campaign focusing on the upcoming egas. A new Teamster President will ons will be made—and TDU will be of the rank & file is heard!

RANK AND FILE CONVENTION VOTES TO MAKE DUES $20: After debating 3 seperate proposals to change the TDU dues structure, the Convention adopted a $5 increase in the annual dues of TDU. The new dues will be $20 a year. Local Chapters will receive $5 for all members who join at the rate of $25. And some Local Chapters may require a $25 membership—and the $5 subsidy to the chapter—for members in their area.

JERRY BLISS, LOCAL 337, DETROIT, MICHIGAN, BORMAN FOODS: "We're going to win, and the hierarchy knows it. They're on their way out." A week later Jerry was elected Secretary Treasurer of the largest local in Michigan, Local 337.

GACY — MENT"

today.

Like the playboy who squandered his father's inheritance, we have also squandered our legacy. We have failed to go to the union hall to see who is minding the store. We have allowed unscrupulous men to bring us to the brink of ruination.

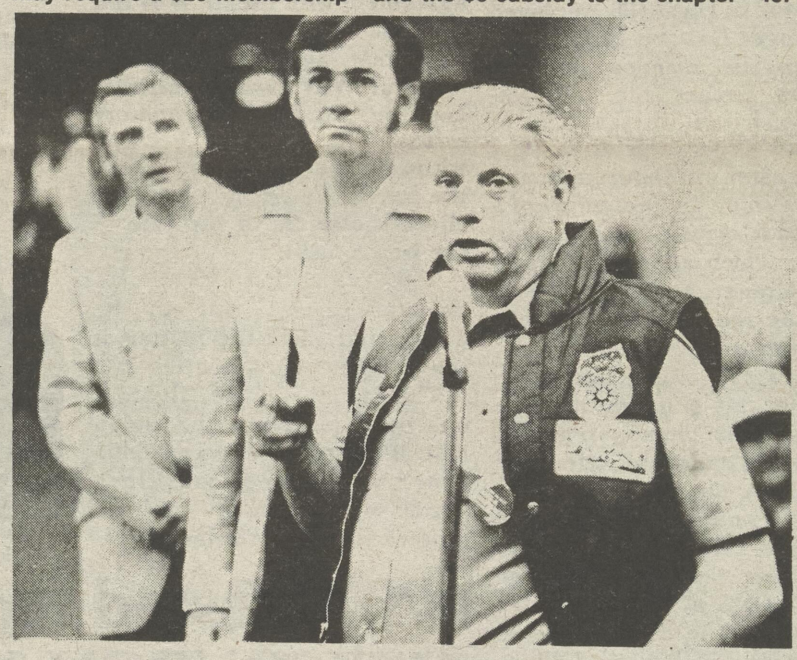
We now find ourselves in a predicament that will take many years to correct, and that brings us to the overriding reason of why all of us are here this morning. We come to renew our commitment to get our Union back. We come to pool our knowledge and experiences, to educate ourselves so that we might be better equipped to take on the people who now have a strangle hold on us.

As you know, this will be no easy task, because people have been in the kitchen a long time. They are used to the heat. They know all the smart answers. Many of their moves are illegal.

That is why we have to educate ourselves to be as sharp as they are. It is, I imagine, like training for a fight. We, the challengers, must be highly motivated—we must know our adversary like the back of our hand—we must be so hungry to win that there is no way they can stop us. You might say, we are now at the training camp preparing for the main event.

Welcome to our Convention and welcome to the tough struggle that lies ahead.

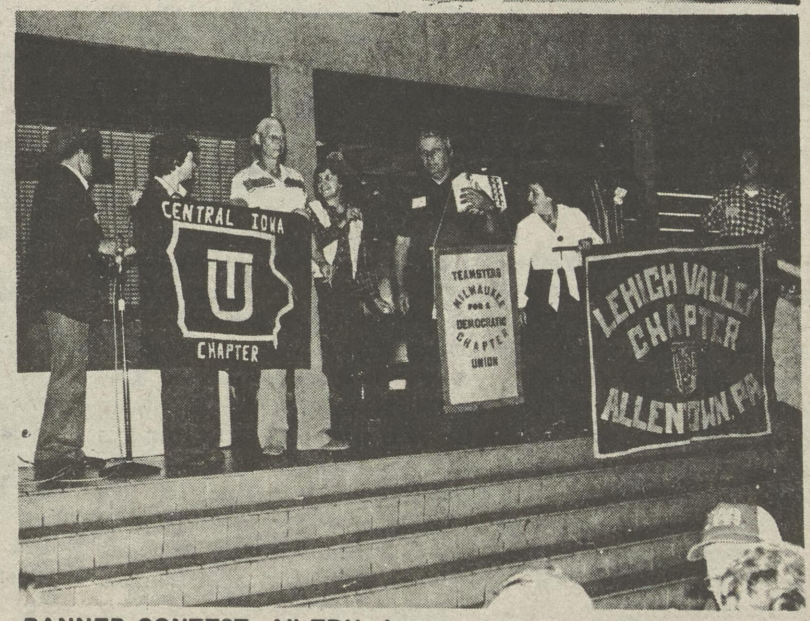
JOHN TORBET, RECORDING SECRETARY, LOCAL 468, OAKLAND, CALIFORNIA, DELTA LINES: "That has to have been one of the best TDU Conventions I've been to. And with the economy the way it's been, that's fantastic!"



WIDE-OPEN DEBATE: Lon Veidez, Local 252, Centralia, Washington, makes a point at the main session of the Rank and File Convention. Gary Kuhn, Local 20, Toledo, Ohio, waits for his turn to address the Convention.

FROM EAST AND WEST: [Above] Phil Depeitro, from Allentown, Local 773, casts his vote. [Below] Bob Ellerman, So Cal. TDU makes a point. This year's Convention saw the widest representation of Teamsters ever.

BILAL CHAKA, LOCAL 692, LOS ANGELES, YELLOW FREIGHT. Bilal, newly elected CoChair of TDU, introduced the following motion: "That TDU go on record in support of the Polish Workers for being for what TDU is about—A Democratic Union and the Right to Strike." The motion was passed overwhelmingly.



BANNER CONTEST: All TDU chapters were encouraged to produce Chapter Banners and submit them in the annual Banner contest. This years winners were: Most Colorful—Lansing TDU; Most Artistically Rendered—Central Iowa TDU; Most Creative—Milwaukee TDU; Best Workmanship—Lehigh Valley TDU.

UPSer Fired for Productivity in NJ

On October 1, an arbitrator upheld the firing of Frank Pickett, a package car driver in Edison, N.J. and member of Local 177. Frank was fired for failing to do what the company called a ".9 production job". This makes him the first member of Local 177 to be fired for production.

This ruling ended a year's attempt to set up and then fire Frank who has always been an outspoken driver at UPS. In November 1979, Frank was put on notice of discharge for "stealing time." Specifically, he was accused of "hanging out for 118 minutes on the following days: November 9, 12, and 13." Tony Kotz, the manager is alleged to have set him up, and is reportedly an emotionally unstable character who at one time physically attacked Frank on an OJS requiring police intervention.

Frank was one step ahead of management. He knew that they were following him. He had witnesses who would testify that he had not 'hung out' at the times and places he was accused of. But Secretary Treasurer Mario Perucci persuaded Frank to "admit" to hanging out even if he hadn't done it. He promised to get the discharge reduced to a one day suspension.

Much to Frank's surprise, however, he was given a 2 week suspension and forced to agree to a .9 production job. This means that he agreed to finish his assigned work within one hour of the allocated time even though the time allocated—the index—is a farce and at least 99% of the drivers don't finish within that time. This happened even though the contract explicitly rejects agreements between management and individual workers.

For the next two months, Frank was harassed every day for everything from illegible signatures to being accused of leaving the bulkhead door open. Finally, on February 12, 1980, the Company decided that Frank couldn't do a .9 job and fired him. The panel deadlocked and 7 months later the arbitrator ruled in UPS's favor. The Union told Frank they were sorry, but there was nothing they could do.

During the 2 months of constant pressure, the Union did nothing for Frank. They did nothing to relieve the pressure, nothing to inform his fellow drivers of what was happening. And the Executive Board's practice of compromising and cutting deals allows management to single Frank out and fire him. The result is that for the first time in Local 177's history, a member was fired for production.

L'ville Ky. UPSer Wins Backpay

Todd Cherry was terminated for absenteeism on August 20, 1980. UPS refused to put him back to work at the local level of the grievance procedure. His case was heard on Sept. 13, 1980 at the Kentucky state panel. His grievance was upheld and UPS was ordered to pay him his wages for each day lost, which amounted to over $2000.

Grand Rapids Kroger Jobs are On the Line

by
Grand Rapids TDU

The jobs of hundreds of members of Local 406 employed by Kroger Co. are in jeopardy due to the inaction of their officers. Kroger sold its Western Michigan operations to Hamady Bros. in June.

Teamster warehousemen and drivers enjoy the protection of a successor clause in their contract , which at least compels both Kroger and Hamady to arbitrate the terms of the jobs involved.

The local union has been aware of this situation for over three months, yet apparently no action was taken to safeguard jobs. They did not even file a grievance until after the rank & file hired their own attorney!

Hamady has now chosen from among the Kroger employees who they will keep and who they will discard, like a used lift truck. No regard for seniority. No regard for the impact on the families of a person involved. The company is out to rob the jobs.

And the union is allowing it. Why are the Local 406 officials in a rush to conclude an agreement with them? Why did the rank & file have to seek an injunction against their own officers? Why have the officers kept the rank & file negotiators in the dark, meeting secretly with management? Why didn't the union have its attorney check the terms of the sale of the warehouse?

TDUers say that 406 officers did not even want to be questioned about the matter at the October union meeting.

The members are fighting on—even picketing the union hall. If the officers of Local 406 expect to keep their jobs, they better do something—fast—to protect the jobs of the members.

LA Yellow Stewards Fund A Rank & File Idea

by LA TDU

The rank and file at Yellow Freight, Gardena, CA, have been using an idea to improve the representation they receive on grievances. The idea is a Stewards Fund, which pays for the Stewards transportation and day's pay whenever he goes to a grievance hearing. This makes sure that the steward is there at every stage of the grievance procedure, not just at the joint state hearing (25 miles away) but at the Western Conference hearing—a 250 mile round trip—as well.

"We put our money were our mouth is" said Al Jackson, one of the rank & filers, along with Mundo Sanchez, Gene McLean, Mike Ruggles, and Paul McLain responsible for the plan. "Our stewards fight harder knowing that we are behind them and in front of them, both phsyically and financially." The plan has worked so well that Local 692, which at first opposed the idea and said that having the BA at a hearing was enough, is now supporting it. It has proven that you win more grievances if your steward is present.

Hang UPS

A column for UPS Workers

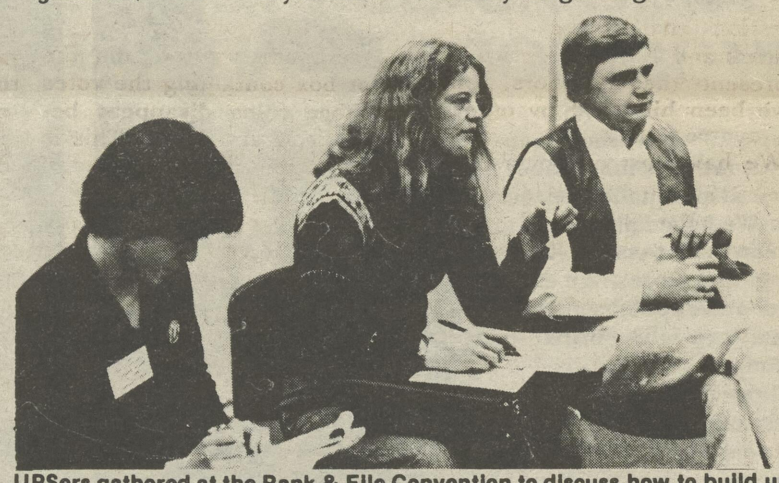
The Strangest Warning Letter We've Seen

Bryce Brown, Local 174, Seattle, knows what it's like to take on UPS. He has worked at the company for 21 years and been a driver for 15. He has been active in the Union since 1974, and was elected Shop Steward in 1975. Over the past five years he has faced violence, intimidation, and harassment from the company and the union. Despite his excellent work record, supervisors constantly ride in his truck, challenge him to fights, and denied him protection when threatened with bodily harm by a customer. And his strong showing in his race for President of Local 174 in 1976 hasn't exactly endeared him to the current administration of the Local.

But on October 1, 1980, UPS set a new low in harassment when it sent Brown a warning letter which contained the following charges:

June 15, 1980—"Bryce let a fart"; June 22— "Bryce made a remark to a customer about Post Office"; July 1—"Bryce let a fart"; July 8—"Bryce throws match at Supervisor"; July 22—"Bryce tells Supervisor to shut up"; August 1—"Bryce locks Supervisor in gate"; August 10—"Bryce lets a fart. Tells Supervisor here's a kiss"; August 26—Bryce lets a fart"; August 27—"Bryce comments on Supevisor's wife"; September 10—"Bryce lets a fart"; September 15—"Bryce says Larry Kain hates all blacks"; September 17—"Bryce calls supervisor 'Spy of Babysitter' "; September 26—"Bryce lets a fart."

This may be the first warning letter UPS has issued for "passing gas". We're not sure. But we have to agree with Bryce Brown when he says that whatever the merit of the charges, "all are extremely petty, and the majority of them are very disgusting."



UPSers gathered at the Rank & File Convention to discuss how to build up a national network of rank & file activists.

BA Arrested for Beating Member PITTSBURGH YELLOW CAB SELLOUT

by John Holland
Local 128, Pittsburgh

The vote is in from Bethesda, Maryland, and the Yellow Cab sellout has been ratified. Considering the pressure that was brought to bear, however, it is suprising that we held out as long as we did.

The companies demanded, and partially won, a leasing agreement that calls for even lower wages—a $35 lease fee per cab per 12 hour shift. When you add gas and insurance, a cab dirver would have to book over $50 before he starts earn a cent. And average fares only come to about $80 a day.

Last March, we took a strike vote, but agreed to a 30-day extension—which lasted until mid-summer! In late July or early August we voted down the company's "Final Offer" by the required ⅔ vote. The International, however, ruled that not enough people had voted, or that we didn't know what we had voted on. So we voted **again**—and again turned the contract down by more than a ⅔ margin.

Finally, we hit the picket lines. We got a whopping $35 per week from the International. When we tried to supplement our income with jittney service, the International told us we would have to lose our $35. We continued the jittney service anyway.

BA's Baseball Bat

The low point of the strike occured when Local 128 Secretary Treasurer and BA Gabe Grasso tried to enforce a back to work order at the East Liberty Garage. He allegedly decided to 'defend himself' with a baseball bat from a 63 year old union brother. The driver, Joe Falwell, spent over a week in intensive care with a fractured skull, several broken ribs, and hemoraging kidneys. Grasso was arrested and indicted for aggravated assault.

By crying "broke" the International and the Company were able to scare enough drivers to ratify the contract. While the final contract only allows the company to use the lease deal for new hires or rehires, their past policy of requent firings hand hiring makes this a small consolation. But the rank and file of Local 128 is not going to give up. The actions of the International and of our local "officers" have made it clearer than ever that we need a strong rank and file movement to finally return the Union to the members.

900 Back Grievance on Seniority Rights in St. Louis

by Marcus J. Albrecht
Best Way Motor Service
Local 600, St. Louis

Seniority rights of St. Louis Teamsters are threatened by a new practice of motor carriers who are attempting to work men on letter of layoff everyday without breaking the letter.

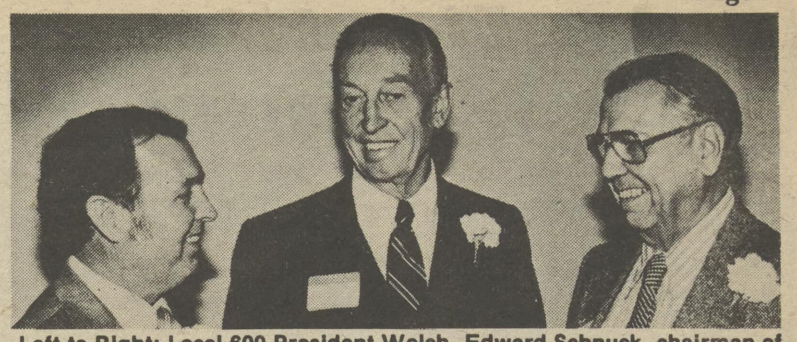
On October 7, the St. Louis **Globe Democrat** reported that Mr. Ted Welch, president of Local 600, received an award for "progress in labor management relations." Also receiving the award was Mr. Mitchell Campbell, Executive Secretary of the Motor Carriers Conference of St. Louis. The awards were presented by the Spirit of St. Louis Labor-Management Committee.

Mr. Welch may be getting high marks with management for cooperation, but he is not doing as well with the membership of Local 600. This freight local has seen an increse of non-union competition, a loss of job security, and its Local Addendum to the National Master Freight Agreement compromised over and over again.

One of the most recent abuses against the membership has been a practice started at McLean truck line. The men who are on the seniority list have been given a letter of layoff, **and called back to work** (over the complement of men) without breaking the letter of layoff.

This has resulted in a loss of seniority rights, shift preferences, bid rights, and loss of overtime to senior employees at McLean.

In the past, if a man worked one day over the complement of men, the letter of layoff was broken. Now McLean wants to use Article 43, Section 4 of the NMFA and apply a practice outlined for hiring casuals to replace men who are on the seniority board.



Left to Right: Local 600 President Welch, Edward Schnuck, chairman of the Spirit of St. Louis Labor Management Committee, and Mitchell P. Campbell, executive secretary of the Motor Carriers Council of St. Louis.

Mr. Ken Manley, a city driver for McLean, was one of the people affected by this new practice. He filed a grievance citing loss of seniority rights and overtime. This grievance was deadlocked at the local level. It was sent to the spent Missouri-Kansas Committee where Manley presented the Committee members with signatures of over 900 members of Local 600, citing that working one day breaking the letter have been past practice. The Missouri-Kansas Committee refused to rule on the appeals grievance, and it was sent back to the local level.

The fate of this grievance and seniority rights now lie with the Local Committee, two of whose members are still smiling from a recent award for "cooperation."

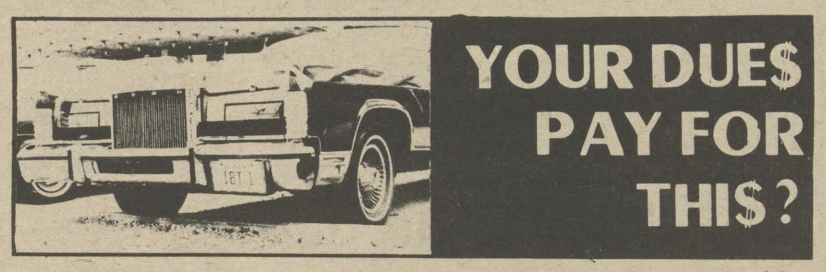
Looking at Cincy Local 100

by Ernie Harkins
Interstate Systems
Local 100, Cincinnati

It's time we, the members of Local 100, took a look inside at what's going on. Let's take a look at the past record of those officers who are now campaigning for re-election and see what they have done for the members. We want to give credit where credit is due. There is no question that some of our officers and BAs have tried to represent the members, but have been hindered by others and unable to do so.

We have lost our over-time for city employees. We have the flexible work week. We have grievances which they flatly refuse to process. We have employees who have been fired illegally and never have been reinstated. Local 100 sat idly by and did nothing to support the Truck Safety Bill before the Congress. Yet some of the drivers themselves gave testimony, taking time off from work and driving all the way to Washington because of their concern for safety.

What happened to the Business Agent that was supposed to be available 24 hours a day? And why have our officers flown off to Montreal and Scotsdale, Arizona with their wives—on the union's tab? Why, when Jack O'Bannon negotiated a set of work rules that gave Interstate everything the company wanted, did the ballot box containing the votes on those rules disappear between 2AM and 5AM? This is the first time in the history of the Teamsters Union that I know of where a BA came into the terminal and picked up a ballot box and took it to the union at 2AM, 3AM, or 4AM Sunday morning! If one of our drivers had desperately needed representation at 3 in the morning, you could bet you couldn't have found him with a search warrant.



Feds Charge Pension Fund Cover-Up

Twice within the last two months, U.S. government bodies have charged that there is a potential cover-up afoot to hide the continuing influence of organized crime over the Central States Pension Fund.

Ray Marshall, Secretary of Labor

The first charge was made in mid-August by government attorneys working with a federal grand jury in Newark. The grand jury is investigating an alleged kickback scheme masterminded by Allen Dorfman. Dorfman, who was convicted in 1972 of conspiring to accept a $55,000 kickback in exchange for a loan from the Fund, is again under investigation for a similar scheme. But this investigation has been hampered by an alleged burglary of a Rosemont, Ill. warehouse on April 28, 1980. In the burglary, it is charged that key papers which the grand jury planned to supeana, "disappeared."

Then, on September 28, came the shocking revelation that the Report of the Labor Department Special Investigative Staff on the Central States Pension Fund had been "disposed of." While Secretary of Labor Marshall insisted that despite the disapperance of the report his Department had made progress in cleaning up the Fund, Senator Percy of Illinois said that testimony presented by the General Accounting Office "strongly suggests that these apparent successes are only temporary illusions of permanent lasting reform." And Senator Nunn went further, charging that evidence collected by his staff "tends to show continuing influence" of organized crime on the Fund.

After 20 years of federal investigations, it's a pitiful record. And with the IBT's recent endoresement of Reagan speculation is rampant that a new Republican Justice Dept. will completely ease up the pressure on the International.

Provenzano-Employers Plot Against City Drivers

While the Sept. 4 indictment of Salvatore "Sammy Pro" Provenzano, International Vice President of the IBT, received wide publicity, the reasons why companies such as PIE, Time DC, Mason Dixon, and Helms allegedly spent thousands of dollars in bribes, the story behind the bribes was largely ignored. Now, thanks to U.S. government documents recently received by TDU, the full story has begun to emerge: the employers were out to eliminate city drivers and replace them with their "Special Commodities" division road men.

In the indictment handed down against Provenzano it says that since 1976 PIE has delivered a payoff of about $2,450 per month to "Ship any type of freight within the area covered by the (NY-NJ) Supplemental Agreement without the use of 'city men,' in violation of the NMFA and the Supplemental Agreement." PIE's Special Commodities division would be able to run the loads directly to the customer, thereby eliminating the 'city man.' The indictment also states that Mason Dixon, and possibly Time DC, sought similar relief.

Further, a still confidential U.S. Dept. of Justice report, **Organized Crime and the Labor Unions,** states that in **Chicago Local 705,** "The Union was recently under (FBI) investigation for taking $2,000 per month in payoffs to allow Pacific Intermountain Express to deliver certain commodities without union drivers." It goes on: "these contract exceptions could not have been alllowed without concurrence from top union officials."

A clear pattern is emerging: the employers are out to eliminate city drivers from pick-up and delivery of trailer load freight. And they're out to do it by hook or by crook.

Probe of Milwaukee Local

A federal grand jury in Milwaukee is investigating alleged organized criminal activities connected with Local 200 of the IBT. The government has reportedly sought immunity from proescution for Local 200 BA Micheal Enea in a move that would require him to testify in front of the grand jury. Enea's attorneys have attempted to block this move, claiming that news of the grand jury's proceedings have been leaked to the press. It makes you wonder, what do they have to hide?

Justice Dept. Report Links Fitz to Mob

"The investigation clearly revealed that Frank Fitzsimmons is closely associated with and is in continual contact with Anthony Provenzano, Anthony Giacalone, and Rosario Buffalino."

That was the conclusion of a still confidential U.S. Justice Department report called **Organized Crime and the Labor Unions.** The report goes on to list over 30 Teamster bodies that are "completely dominated by organized crime." These include:

Local 398, Buffalo
Local 693, Binghamton, NY
Locals 124, 985, Detroit
Local 614, Pontiac
Locals 73, 410, 293, 796, Cleveland
Locals 703, 705, 714, 727, 777 Chicago
Locals 239, 814, 295, 805, 810, 182, New York City
Local 560, Union City, NJ
Local 326, Wilmington, Del.
Local 500, Philadelphia
Local 41, Kansas City
Joint Coucil 73, New Jersey
Joint Coucil 41, Cleveland
Ohio Area Conference

If you are a member of one of the locals listed above and want more information, copies of the report are available from TDU for the cost of copying and postage.

Constitution
Adopted by the
Las Vegas, Nevada, Convention

CHANGE IT!

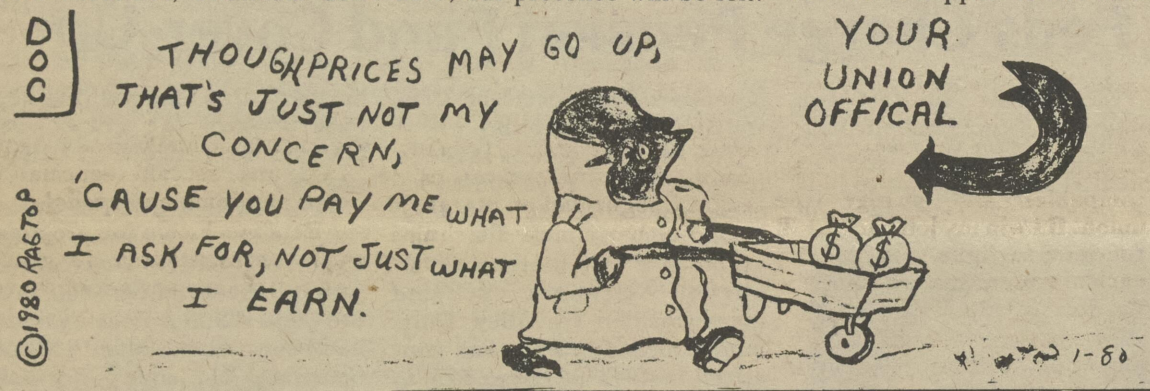
by Doug Allan

The Campaign to Change the Union in '81

In the past year I have used this column to analyze what is **wrong** with the IBT Constitution. In the time between now and the 1981 Convention, I will use this column to put forward and explain the Resolutions for the 1981 IBT Convention that were passed at the Rank and File Convention in Cleveland, October 11-12.

This is a blueprint to change our Union, from a dictatorship to a true union, run by and for the rank and file. These proposals include: **Majority Rule** on all Contracts, the **Right to Vote on International Officers,** the Right **to Vote on Supplements, a Limit on Officers' Salaries,** Benefits and Vacations, **Triannual Conventions and Direct Election of Delegates, Local Control on the Increase in Per Capita Dues,** a **Resolution** to **Protect Jobs and Contracts,** and **Reduced Dues for Laid-off Teamsters.**

In the coming months, TDU will be assembling a rank and file force to make an impact on the IBT Convention. We will have our rank and file candidates for IBT top office, Pete Camarata for General President and Jack Vlahovic for General Secretary Treasurer. We will have local officers and delegates from many locals—and will working hard to elect even more. Last time in Las Vegas, we were a small band. This time, our presence will be felt.



Teamster Wives Gather at Convention Workshop

Wives Hit Pension Abuse

At least 31 women met for the wives workshop at the TDU Convention, Oct. 11 and 12.

We drafted some important resolutions that we brought to the floor of the Convention regarding pensions, increased spouse participation, and health and welfare.

Niambi Chaka and Patricia Wade chaired the meeting with Arlene Feld and Ollie Rusca as speakers.

A major topic of discussion was the importance of spouses finding out **now** about IBT members' pensions and health and welfare plans. We heard many stories of wives who were left without a pension when their husbands died "six months too early" according to the Fund's interpretation of the contract.

It's horrifying to hear about some of these contracts that cheat a family out of a breadwinners pension. Many wives cook, do laundry, clean house and rear children as well as give emotional support to the bread winner, enabling them to go to work each day and produce profits for the company. Yet when that breadwinner is gone, the wife is treated as worthless. Some of today's corporations would undoubtedly enjoy bringing back the system the pharaohs used—when the pharaoh died, they buried his wife with him.

WIVES WORKSHOP. From left to right: Arlene Feld[Milwaukee], Ollie Rusca[El Paso], Pat Wade [Detroit], and Niambi Chaka[Los Angeles].

We discussed the need for pensions to be pro-rated, so if a worker dies, the family would get a percentage of the worker's pension.

We also discussed the need for wives and spouses to get involved in TDU. Niambi Chaka and Pat Wade urged that it is especially important to support your TDU spouse in times of strikes and elections. Labor history has shown that many times a strike has been won because wives got out and walked picket lines—many times when their husbands couldn't because of court injunctions.

Raising children to understand what TDU is about is another reason for the importance of family participation. Our children, and each generation need to learn about fighting for democracy and justice, or it is taken away from them.

We would like to have monthly articles from TDU spouses. Please write to **Convoy Dispatch**, attention Pat Wade.

TDU Organizing

Dubuque TDU

Almost 40 members of Local 421 showed up at a TDU meeting in Dubuque, Iowa on October 19. When they were through, they formed the newest TDU chapter yet—Dubuque TDU.

Last January, the members of Local 421 elected a rank and file Executive Board. Since then, however, they have not been able to win any grievances. It would seem that even though they want to represent their members, the Executive Board of Local 421 has run dead into the brick wall of Iowa Joint Council 45. Although Harry Wilford, who heads JC 45, has tried to take them under his wing, the Executive Board of Local 421 has resisted.

After listening to TDU activists Gene Ford from Quad Cities TDU, Mike Belzer from Chicago TDU, and Bob Leslie from Central Iowa TDU, a TDU steering committee was formed. The visitors were impressed by the interest and enthusiasm expressed by the rank and file Dubuque Teamsters and want to thank them for their generous hospitality. They were also impressed by the support for the new chapter by member of the Local 421 Executive Board. For more information on Dubuque TDU, call Tom Dougherty, 582-6709 or 582-5357.

Toledo TDU

On September 14, over 40 rank and filers from the Toledo area gathered to form a new TDU chapter. With strong representation from major companies in Local 20, the TDU chapter formed a steering committee.

One of the first actions of the steering committee has been to start a local newsletter and to take a non-partisan stand in the Local 20 elections. "We don't care who is down at the hall," said one member. "Our job is to make sure that they do **their** job." The Toledo local has seen a lot of turnover in recent years, but not much improvement in representation. That is the reason for the non-partisan position of the chapter this year.

Despite this neutral stand, Local 20 Vice President, Bill Raike, and a Local 20 BA attempted to enter the meeting and "observe" its proceedings. **Convoy Dispatch,** editor, Rob Fram, informed Raike that TDU is committed to protect its members and will in no way permit intimidation and surveillance , no matter how subtle, to take place. After this firm stand, Raike left the meeting. "I would never have spoken up or joined TDU if Raike was there," remarked one rank and filer when the meeting was over. "TDU has shown that it doesn't play politics—and doesn't get pushed around," said another. "We're here to stay."

El Paso TDU

The new El Paso TDU Chapter is very busy. Four members of the Chapter went to the TDU Convention in October, while others back home were working hard on the election in Local 941. Some TDU members are on the rank & file slate for the November 6-8 election. A Chapter newsletter has also been started and the first issue is being distributed at various barns and warehouses in the area.

Indy TDU

On September 13 some 70 Teamsters met to form the Indianapolis Chapter of TDU.

A temporary steering committee of nine Local 135 members was formed and has met to get the chapter on its feet and a recruitment drive has begun to bring in new people from more barns and shops.

Some members of the chapter are active in the current election campaign in 135, but the new chapter has not endorsed any candidates.

TDU MEETINGS

BC Yukon TDU
Thurs., Nov. 6, 7:30 PM
Coach House Motor Inn
Lilloitt Rd., N. Vancouver

Buffalo TDU
Sunday, November 9, 1:30 PM
Polish Falcon Club
445 Columbia Ave. in Depew
For info:886-7384 or 881-0409.

Detroit Union Skills Workshop
Sunday, November 9, 1PM—5PM
J&C Hall, 7816 Michigan Ave.
Grievances & Contracts Workshops

Lancaster,Pa. Meeting
Tuesday, November 11, 7PM
American Legion Post #34
1388 Arcadia Road (just off Rt. 72 Southbound(.

North Carolina TDU
Meetings being held:
Wednesday, Nov. 5, 7PM
Thursday, Nov. 6, 7AM
Thursday, Nov. 6, 3PM
at the Eleven Unlimited Club
Highway 770 West
Also, in **Winston Salem**
Friday, Nov. 7, 9AM
Travel Host Motel on 52N
(Patterson Ave. Extension)

Springfield, Missouri Meeting
Saturday, Nov. 8, 1PM
Boys Club, 1300 Boonville

South Carolina Meeting
Saturday, Nov. 8, 1PM
YWCA on Augusta in Greenville

Lansing TDU
Saturday, Nov. 1, 2PM
Eagles Lodge, 4700 N. Grand
4700 N. Grand River
Discussion on upcoming election in Local 580

Harrisburg TDU
Sunday, Nov. 23, 1PM
American Legion Hall in Enola

So. Cal. TDU
Sunday, Nov. 9, Noon
Cerritos Park East

DRIVERS WALK TO DEFEND STEWARD

Strike at McNicholas

by Mel Packer
Helms Astro
Local 800, Pittsburgh
With the Help of Many
McNicholas Drivers

Five days after Pittsburgh drivers for McNicholas Transportation began a wildcat strike, they returned to work with a feeling that they had at least fought the company to a draw.

The strike had its roots in the month old effort by McNicholas to move to a freight-style operation (including flip-seating) while keeping the percentage pay system.

Weeks ago Pittsburgh drivers took the lead in opposing this plan by calling a meeting that brought together 48 drivers from 4 McNicholas terminals. One week later, 25 drivers and families led by Pittsburgh steward and TDU member Joe Ostroff picketed the home and church of Henry J. McNicholas, the chairman of the board of McNicholas Transportation.

Shortly after this successful picket, the International Trustee who runs Local 800, Bob Dietrich, suspended Ostroff, as steward for holding an "unauthorized meeting," refering to the earlier drivers meeting.

Four days after Local 800, gave a clear sign to McNicholas that they were unhappy with Ostroff, McNicholas found a way to claim that Ostroff "voluntarily quit" because he had been called home for a medical emergency concerning his 9 month old daughter.

Drivers Stick Together

When the word got around Pittsburgh, drivers got angry. A meeting in the parking lot on Sunday, October 19,drew about 85% of the drivers. They were unanimous in backing an ultimatum that was hand-delivered to the company. The written demand was that Joe be reinstated immediately,or a strike would begin that night.

At 10PM, picket lines went up and battle lines were drawn. As expected, the union did everything possible to persuade the drivers to return to work—and finally washed their hands of the whole affair. At one point International Trustee Dietrich went up to one of the strikers and said: "We're going to drive all you damn TDU commies out of this union."

The company tried every legal trick in the book,including threats of individual contempt citations. But the strikers were generally careful to obey the first day's Temporary Restraining order that forced an end to blocking the gates.

Although the strike is estimated by inside company sources to have cost McNicholas $500,000 to $600,000 it was clear that a compromise was inevitable. The strikers finally voted to accept an offer of 3 day suspensions for most strikers, three week suspensions for strike leaders Shaginaw, Sands, Bollinger, and Broker, and the normal grievance procedure for fired steward Ostroff. Although few people were upset over the suspensions, McNicholas was also able to force agreement to a 90 day trial period for their slip-seat operation.

Considering that the week started out with all 33 drivers fired, most drivers and their families who stuck it out considered their efforts worthwhile. Many wives, and even children, spent hours every day on the lines and were often the most enthusiastic voices when spirits began ebbing.

The McNicholas drivers who stayed for the duration gained a new sense of unity and committment to fighting back and learned how a union should function with democratic rule. Fired Steward Joe Ostroff perhaps summed it up best when he said at a late night meeting around strike barrels:

"Whatever happens,whether we win or lose, whether I come back or stay fired, I want you all to know that I'm in this fight to stay.I joined TDU because I want to fight the companies and change the union. If I win my job back I will continue to fight with and for each of you, no matter what you do during this strike. Even if you return to work while others stay out, I'll fight for your rights as a Teamster member as hard as I fight for those who stayed. We're all brothers and sisters, and if we don't fight for each other, nobody else will. That's why I'm in TDU, to build that kind of Teamsters Union.

As far as TDU is concerned, it could not be said better. This is one group of drivers who deserve our respect, for they fought back.

McNicholas driver and daughter at picket site.

TDU Convencion: Noticia

At the Rank & File Convention a resolution was passed calling for TDU to begin to translate some of its basic materials into Spanish and to begin to develop articles in Spanish for the Convoy Dispatch.

Con el tema de "Proteger Nuestros Trabajos y Contratos" más de 500 persones viajaron a Cleveland, Ohio, ell 11 y 12 de octubre par la conferencia de TDU.

Teamsters de regiones diferentes de los estados unidos y canada y de jurisdicciones diferentes en nuestra Unión—troqueros, trabajadores de construcción, de producción, etcetera—se unieron para luchar juntos para defender nuestros derechos, nuestras vidas y nuestra dignidad.

Los miembros de TDU vinieron a Cleveland para aprender cosas nuevas. En juntas especiales, los miembros apredieron como proteger los derechos de salud y seguridad en el trabajo, como luchar contra discriminación en el trabajo y en nuestra Union, como estudiar la situación financiera de las compañias, y como organizar campañas de elecciones en nuestra Unión.

También los miembros de TDU asistieron a otras juntas para hacer preparaciones para el año que viene. Durante una junta importante, los miembros votaron para organizar una campaña nacional par proteger y mejorar los contratos nacionales. Especificamente, TDU luchará contra contratos vendidos y contra la colaboración entre las companias y los oficiales corrompidos en nuestra Unión. También TDU demandara que nuestra Union agresivamente organiza a los trabajadores que ahora no tienen la protección de la Unión.

Además los miembros soportaron dos resoluciones significadas a respecto a los derechos de las mujeres y los trabajadores de las razas minorías. Primero, TDU organizara una campaña de tratar de cambiar el lugar de la convención de 1981 de nuestras Unión de la ciudad de Las Vegas, Nevada. El estado de Nevada no ha aprobado "ERA" (la enmienda de la constitución de los estados unidos para garantizar los derechos iguales para mujeres). Por esta razón, muchas organizaciones están boicoteando Las Vegas.

Segundo, para educar y organizar a los trabajadores que solamente hablan español, TDU traducira su literatura y empezará una sección especial en este periódico en español.

Esta resolución fue propuesta por represantantes de grupos que están organizado en áreas donde hay muchos Teamsters que hablan solamente español. Los grupos incluyeron: El Comité de Trabajadores de Canerías (San José); una organización nueva de TDU en Watsonville, California; El Comité de Derechos de Trabajadores de Cleanweld (Los Angeles); y dos trabjadores puertorriqueños de Bridgeport, Connecticut.

En conclusión, la conferencia de TDU de 1980 demonstró el cometido de TDU de defender nuestras victorias pasadas y empezar trabajos en áreas nuevas.

Brada Miller's bankruptcy is in court, where a good legal defense by Teamster lawyers has stalled attempts to void the union contract. Meanwhile Brada is trying to triplease freight with mixed results. They aren't paying full revenue in advance, and the balance of the brokers' percentage is a question mark due to bankruptcy.

Ryder Ranger has been negotiating with drivers in Ohio on dispatch procedures and lease conditions. Owner operators in Cleveland and Cincinnati have retained the 75% lease while giving up some flexibility in choice of loads by going to a "rolling board." Many tandem drivers are stuck with 72% leases as they failed to stick together.

Parker Transfer of Elyria, Ohio failed to sign the NMFA; and when hourly employees finally failed to work without a contract recently, they closed the doors and sold the equipment. Now they have opened up as a non-union, all-broker Special Commodities operation. They pay 65% to tractor and driver and cover none of the incidental costs of operation.

Even the worst industry slump in nearly two decades did not keep several dozen carhaulers from across the country away from the 1980 Convention and the special meeting of the **Carhaulers Coordinating Committee.**

Reports on the state of our craft were presented from California, East Coast, and Midwest terminals. Even with the variety of local conditions and "war stories", the picture is pretty much the same:

- The layoffs have been devastating—with no SUB to protect us.
- Bankruptcies (Ford haulers) and changes-of-operations (GM haulers) have destroed the jobs and/or seniority rights of thousands—the contract and grievance procedure failed us completely.
- Even for carhaulers lucky enough to continue working "normally", real wages have continued to fall—due to our inadequate COLA formula.
- Many companies have used the recession to kick us while we are down. The meeting examined the latest company financial and operating reports—they're not hurting like the rank and file is.

The meeting went on to a spirited discussion and planning for the IBT Convention next year in Las Vegas. Carhaulers will spearhead a rank and file delegation demanding an end to the undemocratic "⅔ No" rule on contract rejection and the right to a separate vote on supplements and riders.

The CCC meeting ended with brainstorming on 1982 contract prospects. Carhaulers shook the industry and our Union in '79. Next time the majority will rule.

Jim Carothers, Local 299 (Detroit), Commercial Carriers road steward, was unanimously reelected CCC chairman.

Noe Chapa, United Transport carhauler, El Paso, Texas [Local 941] explains a new cutrate deal. The running mile is moving east.

"It was worth a beating to be part of this movement..."

Rank & File Gains in 337 Election

Despite massive voting irregularities, the Rank and File Slate set back the entrenched regime of IBT Vice Pres. Bobby Holmes, winning two positions on the Executive Board of Local 337. The rank and file captured Secretary Treasurer and trustee, upsetting incumbent Bobby Holmes Jr. who had hoped to "inherit" the Local from his father.

"They know we will get this election overturned, and they are on the way out," said Jerry Bliss, newly elected Rank and File Secretary Treasurer, "so they ran wild during and after the election."

During the election, a BA was arrested for carrying a concealed knife, and BA's attempted to disrupt a Rank and File fundraising event, and Holmes supporters harassed Rank and Filers handing out slate cards in front of the Union Hall. On the night the votes were counted, they even attacked the election observers. Sam Jones, a driver and election observer for the Rank and File Slate was taken to the hospital after being beaten as he left the Union Hall.

"We were just doing a job and didn't expect it. We were taken by surprise. But that won't happen again," said Jones. He added, "I would gladly do it again. It was worth a beating to be part of this movement to make our Union great again."

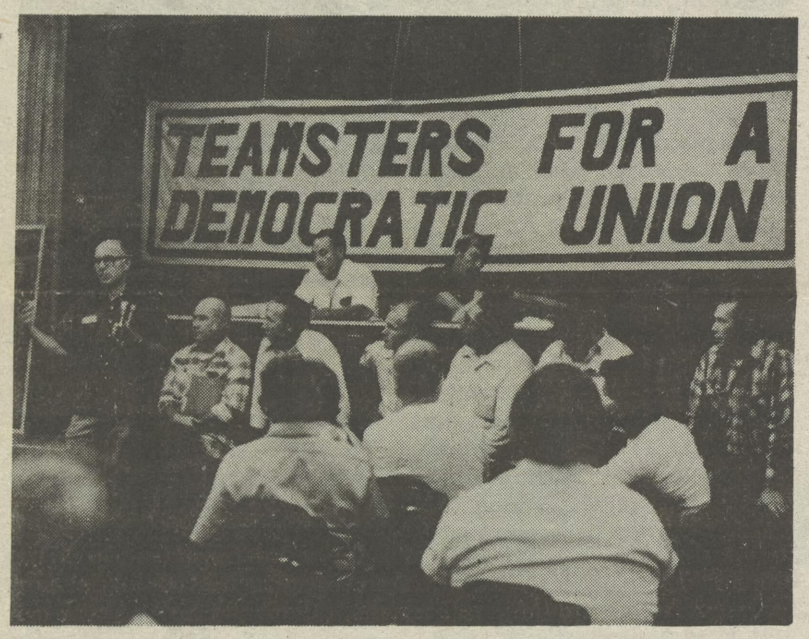
Election Protests Filed

The Rank and File Slate has submitted election protests over what they have characterized as "massive employer collusion" and voting irregularities. These charges will now go to the Joint Council, a Joint Council controlled by the same Bobby Holmes who allegedly stole the election. But the next stop is the U.S. Labor Department, and action is expected on the widespread violations.

Further, the Rank and File Slate has filed a Federal court action against the intimidation and violence. And they have asked the FBI to investigate as well.

"This is a victory for the memberhip," Janadia concluded. "Holmes was able to claim victory, but he knows he had to steal it—and then he couldn't even win all the positions. I predict this election will be overturned, and we will sweep the new election by a wide margin. We will be better organized, and will keep this movement growing."

THE RANK & FILE SLATE. From left to right: Charlie Lawrence, Rich Matuszewski, Jerry Bliss, Doug Longton, Bob Janadia, Frank Savage, and Randy Ryan.



REDDING "CONVENTION". Rank & File Teamsters of Redding Local 137 practiced the kind of democracy at their nominating convention that Frank Woods Jr. has long denied them.

Redding TDU Opposes Local 137 Boss Woods

by Redding TDU

On September 13, over 75 TDU members of Local 137 held a "convention" in Redding for the purpose of selecting a slate of candidates to oppose Frank Woods Jr and his regime in the December union election. This Convention was open to all Local 137 members who were interested in taking the Union away from the Woods dynasty and restore the Local to the members. There has not been a genuine union election in Local 137 in decades.

Several members were nominated for each office. The person receiving the highest number of votes was selected to be the TDU-backed candidate in the December election. Among those selected were TDU members and non-TDU members alike from Redding to Eureka.

The Union covers a huge geographic area and TDU invited and encouraged members from all areas to participate. People came from as far away as four hours drive. The nominations are only a beginning. We need the support and continued participation of people in many towns in Northern California to win.

The Convention was a tremendous success in bringing together a diverse group of people from a widespread area. The candidates all share a common bond in their interest to restore democracy, honesty, and openness to the Union. We are interested in carrying out the will of the members and pledge to give civil answers to their questions. We will allow them to read the minutes of the Executive Board meetings and allow them to read the report of the trustees monthly examination of the books. We hope to stop the recent rash of decertifications and run the kind of union people will be proud of. The Convention itself was an exercise in the kind of democracy we want—every issue was decided by a vote and everyone had a say.

TDU DUES $20

Of the several dues proposals discussed at the TDU Convention, the one which passed was to set our dues at $20 a year, with an option of $25 a year for all who can afford it. The extra $5 will go to the local chapter. In addition, there will continue to be a $10 dues rate for spouses, retirees, and Teamsters who gross under $10,000 per year.

"This keeps our dues low so everyone can join, but we will need a large recruitment drive to make ends meet," reported TDU Organizer Ken Paff after the issue was settled.

Also, at the Convention, over 50 members pledged a $100 contribution this year to help our movement grow. Your help—with a donation, pledge, or by signing up additional members—will make a difference.

BE A PROUD TEAMSTER

Become part of the historic movement to rebuild our Union. Your help makes a difference. And you will feel proud to have taken this positive step for real, democratic, unionism.

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐ Construction☐ Production☐ Other_____

☐ $20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**
☐ $25 optional membership fee. ($5 of this shall be rebated to the local chapter.)
☐ $10 annual dues for spouses, retirees, and Teamsters who gross less than $10,000 a year.
☐ I want to distribute **Convoy Dispatch.** Prices per issue are: ☐100-$9 ☐50-$5 ☐20-$4 ☐10-$3
☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Join TDU!

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210